

The Legislature has declared —

“The purpose of the Minnesota Fair Labor Standards Act is: (1) to establish minimum wage and overtime compensation standards that maintain workers’ health, efficiency and general well-being; (2) to safeguard existing minimum wage and overtime compensation standards that maintain workers’ health, efficiency and general well-being against the unfair competition of wage and hour standards that do not; and (3) to sustain purchasing power and increase employment opportunities.”

Under the law, employers must pay their employees the minimum wage for all hours worked. “Hours worked” includes training time, waiting time, rest periods of fewer than 20 minutes and any other time the employees must be at work.



Where do I go with questions?

Minnesota Department of Labor and Industry
Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155-4307

Toll-free: 1-800-DIAL-DLI
(1-800-342-5354)
Phone: (651) 284-5005
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Visit our website:
www.dli.mn.gov

This document can be provided in different forms, such as large print, Braille or audio, by calling (651) 284-5005 or (651) 297-4198/TTY.

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443 Lafayette Road N.
St. Paul, MN 55155-4307

A guide to Minnesota’s

Minimum Wage Laws



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Note: This pamphlet is a brief summary of the Minnesota minimum wage laws and is intended as a guide. It is **not** to be considered a substitute for Minnesota Statutes §177.21-177.35.

Minnesota's minimum wage rates

<p>Small employers.....\$5.25 <i>Annual gross volume of sales less than \$625,000</i></p>	<p>Training wage\$4.90 A training wage may be paid to new employees under the age of 20 during their first 90 consecutive days of employment. Current employees may not be displaced by new employees covered by the training wage.</p>
<p>Large employers.....\$6.15 <i>Annual gross volume or sales more than \$625,000</i></p>	<p>No tip credit There is no tip credit allowed in Minnesota. If you are a waitperson, your employer cannot use your tips to offset the minimum wage. You must be paid the minimum wage.</p>
<p>Federal minimum wage rate.....\$7.25</p>	

Large employer

A "large employer" is defined as any enterprise whose annual gross volume of sales made or business done is not less than \$625,000.

Small employer

A "small employer" is defined as any enterprise whose annual gross volume of sales made or business done is less than \$625,000.

Adult/minor

For the purpose of the minimum wage law, all persons must be paid the applicable minimum wage. **There is no longer a lower rate for minors.**



Rest periods

Although Minnesota law does not require an employer to give any specific amount of time for breaks, employers are required by law to allow an employee to use the nearest restroom facility once every four hours, and sufficient time to eat a meal once every eight hours. Any break less than 20 minutes long must be paid.

Who is covered?

The minimum wage law covers all full-time and part-time employees, whether paid hourly rates, commissions, salaries or piece rates. Tipped employees are also covered. **Minnesota no longer allows a tip credit.**

The employee's pay in a given workweek must meet or exceed the applicable minimum wage rate, regardless of the method of compensation.

Final wages must be paid to a terminated employee within 24 hours of the employee's demand and on the next scheduled payday to an employee who voluntarily quits (Minnesota Statutes 181.13, 181.14, 181.145).

Who is not covered?

Some employees are exempt from all minimum wage requirements. Below is a partial list:

- babysitters
- taxicab drivers
- volunteers of nonprofit organizations
- elected government officials
- people providing police or fire protection
- employees subject to the provisions of the U.S. Department of Transportation (drivers, drivers' helpers, mechanics and loaders)

Agricultural, administrative, executive, professional employees

Some exemptions are available for employees working in these areas. Contact Labor Standards for specific information.